

MEMORANDUM FOR THE RECORD

2 October 2002

Subj: TRAINING COMMAND, COMMANDER'S CONFERENCE, 17-19 SEP 02

1. Training Command, Commander's Conference was held 17-19 Sep 02 at Quantico, VA. Briefs focused on action items from the last conference, CG's issues and issues raised by School/DET Commanders. New commanders were directed to read the informational briefs posted on the Training Command website, given during the April Conference by TECOM/Training Command Staff Sections and Branches in preparation for this conference. Attendees were provided to updates to action items stemming from the April CDRS CONF and current issues in the form of Information/Point Papers. Briefs during the conference given by the TECOM Staff Sections/Branch Heads were on focused topics supported by guided discussions in order to frame linked issues and allow CG to provide follow on guidance to those issues.

2. The Conference closed with the Commanding General's review of and guidance on key issues including:

a. TRNG CMD CG is the advocate for all schools under TRNG CMD umbrella. Schools are to bring routine issues to the TECOM/TRNG CMD Staff. If resolution is slow or ineffectual, commanders are to raise those issues to the CG himself to ensure appropriate action is taken.

b. Ensure USMC Detachments are supported with facilities from host services equal to other Service activities on that Base/Station.

c. CG wants to know what the problems are. Conversely, we are a new Command, and numerous victories are happening daily. Provide those "victories" up the chain and share them so that the daily, significant efforts being made by the Command's Marines receive appropriate recognition.

d. Attrition. After reviewing the recent, CMC directed, attrition report the good news is training attrition appears normal and acceptable. The area for significant improvement is pre-training attrition. Marines are being sent to schools that do not meet the pre-requisites or are not prepared to train. A collective strategy is required to resolve this and it is a command priority. Report when these spikes occur at your schools so that they can be addressed.

e. Quality of life. Generally we have good facilities and Marines are living and working in the right conditions. When this is not the case, make this a Command issue.

f. Mobilization. SOI will review supportability of mobilization plans in place to include: female training at SOI(W), capacity of IRRs to conduct Combat Refresher

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02Training (CRT), ability to execute officer/SNCO/and junior enlisted POIs, and training beyond Marine Corps Common Skills Syllabus (e.g., CRT Collective Skills).

g. Training Management. Deficiencies have been reported in junior leader's ability/knowledge of how to conduct efficient and effective training management. Priority commands expected to assist in addressing this deficiency are TBS, SNCO Academies, and potentially EWS OFEC.

h. Marksmanship. Marksmanship Conference is scheduled for 29 Oct – 1 Nov 02 at Quantico, VA. Endstate will be to create single courses of fire for both rifle and pistol with potential differences in pre-qualification training for entry level Marines from Marines firing re-qualification.

i. Occupational Field Expansion Course. OFEC is currently run by the Expeditionary Warfare School and provides captains with MOS Specific Skill Progression Training prior to returning to the operating forces. Training Command will assume this responsibility in FY 04. In addition to providing resident students MOS training, a long-term project is underway to potentially make this type of training available to non-resident students.

j. Marine Corps Martial Arts Program. MCMAP gear is apparently an issue. The MARCORSYSCOM distribution plan was provided to attendees. Those who are not on the distribution plan are directed to provide the number of required training sets to this Command. The distribution plan is posted on the Training Command's website.

k. SOI Initiative/MARADMIN. The Schools of Infantry will receive a significant structure increase (115) over the next three years in order to stand up the 8513 MOS (Marine Combat Instructor). 8513 qualified Marines will teach the Marine Corps Common Skills Instruction at MCT/ITB. In addition, incentives for this new MOS to highlight importance of making every Marine a rifleman, include SDA status (pay, duty preference, precept language at promotion boards, and increased opportunity for merit promotion).

l. Character/Leadership. There have been some significant disappointments recently in the area of instructor/school personnel. These actions, unbecoming of Marines, are directly related to character issues. The solutions all point back to active and focused leadership at all levels. Ensure that the focus of all Marines within Training Command is on our students.

m. MILCON. With the size of the Command and extraordinary geographic diversity, there are always MILCON projects ongoing. There has not been a systemic means of tracking the progress of MILCON activities nor an ability to provide timely updates to interested Commands. This issue is a priority and a system is being established.

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n. Define and Establish Centers of Excellence. This is an ongoing project at the institutional level. The goal is to tap into the expertise that our schools offer the Corps as a whole. That expertise can and should influence the development of doctrine, TTPS, equipment and experimentation. The means to capture that expertise and support the owners of those processes described is being reviewed.

o. New Training Paradigms. We need to be willing to objectively exam how we do business to see if there is a means of doing things better. One example that came from this discussion was the idea of combining the SNCO Academy Career Course and the Platoon Sergeants Course at SOI to provide both PME and MOS Skill Progression Training in one course.

p. Improved Engagement. TRNG CMD is developing MOUs with MARCORSYSCOM and the MCWFL to improve the exchange of information and coordination. Additionally, we are establishing closer ties with the Expeditionary Force Development Center within MCCDC in order to improve our engagement with the POM Process.

q. Safety/ORM. There have been an alarming number of deaths by our young Marines this year. We need to show our young Marines, both students and staff, that we are committed to their well being. They are critical to our success and their well being is in fact, of high importance to our institution. We will remain focused on reminding them of these facts and that there are specific actions they are required to take to prevent them from becoming a casualty.

3. Several issues from April were re-addressed and included:

- a. Meritorious Promotions/Instructor of the Year.
- b. Resolution of 5060 T/O and T/E Discrepancies.
- c. Improved integration with MARCORSYSCOM in regards to fielding of new and replacement equipment.
- d. Update on NMCI and impact of the moratorium on buying computer hardware and waivers where appropriate.
- e. MOS pre-requisites in regards to MCRC/MCRD/SOI prior to Marine attending specific MOS Schools.
- f. Participation (TECOM/TRNG CMD) and representation (Schools) in the advocacy process.

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g. Publish CG, Training Command Policy Letter regarding CG, Training Command as Reviewing Officer for Marines, specifically, at DETS (Completed).

h. Expediting of Security Clearances.

i. Evaluate MOAs/MOUs for irregularities/issues.

4. Additional issues of note include:

a. Detachments who are working with on-hand personnel and billet descriptions which are not reflected in either their MOU/ISA or on their T/O need to make the appropriate adjustments by either a TOCR submission to TECOM G1 or recommendations to Training Command for MOU/ISA change recommendations or a re-evaluation of what courses are/should be taught and throughput by grade/MOS.

b. Marine IG findings in regards to several gender discrimination issues raised in a recent DACOWITZ survey have lead to the establishment of two working groups within MCCDC/TECOM. We will provide feedback from these groups to Schools/DETS.

c. The G1 will provide, under separate correspondence, the "Civilian Policy Letter".

d. Attendees were provided a copy of the CG, Training Command Equal Opportunity Policy Letter. Commands are reminded that, in accordance with the reference for Equal Opportunity, Commanders are required to conduct an internal survey within 90 days of assuming Command. Within 30 days of completion of that survey, provide CG, Training Command with an executive summary. Training Command recently conducted a sample survey; results to be provided approximately 10 Nov 02.

e. DETS/Schools contact this Command if you need assistance in updating your MOU/ISA. Point of contact: Mr. Gregory at DSN 278-4601.

f. Improved cooperation with advocacy process. TECOM is standing up an Operational Advisory Group (OAG) that will mesh with HQMC advocates on issues related to training as part of the DOTMLPF Review Process within the Expeditionary Force Development System. Our requirement is to get resource deficiencies properly framed, recognized, and supported by those who have a vote in expenditure prioritization. We will disseminate the charter of the T&E OAG once signed.

5. Additional issues were captured, and most issues presented and captured require additional coordination. A complete listing of captured issues and tasks is available on the Training Command website under Commander's Conference Sept 02 at url: www.tecom.usmc.mil/tcom/020930 CG TCOM CDRS CONF TASK LIST.htm.

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6. Each School and DET will review this list to ensure key issues of concern were appropriately captured. Nominate additional issues directly to Training Command point of contact in the format of item, discussion, recommendation(s) or include issue(s) in monthly SREIS Report due by the 5th day of the month to the CG. Additionally, comments regarding the conduct of the conference, particularly ways to improve its' content or execution are encouraged.